

A G R E E M E N T

between

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

and

MATAWAN REGIONAL TEACHERS ASSOCIATION

(Custodial and Maintenance Employees)

JULY 1, 1980 through JUNE 30, 1983

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PREAMBLE

This Agreement made and entered into this 22nd day of August, 1980, between the MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION, hereinafter referred to as the "Board", and MATAWAN REGIONAL TEACHERS ASSOCIATION, a labor organization hereinafter referred to as the "Association".

WITNESSETH:

WHEREAS, the Association has presented proof that it represents a substantial majority of a unit composed of all Custodial and Maintenance employees;

AND

WHEREAS, the Board, by virtue thereof, has recognized the said Association as the sole and exclusive bargaining agent for all custodial and maintenance employees of the Board;

AND

WHEREAS, the Board has an obligation, pursuant to Chapter 123, Public Laws of 1974, to negotiate with the Association as the representatives of all custodial and maintenance employees of the Board with respect to the terms and conditions of employment,

NOW, THEREFORE, it is mutually agreed between the parties, as follows:

ARTICLE I
RECOGNITION

A. Representation

The Board hereby recognizes the Association as the sole and exclusive representative for collective negotiation concerning the terms and conditions of employment herein provided for all custodial and maintenance employees now employed or to be employed by the Board.

B. Bargaining Unit

The bargaining unit shall consist of all custodial and maintenance employees of the Board. All other employees of the Board are excluded from the collective bargaining unit.

C. Definition

Wherever used herein the term "employees" shall mean and be construed only as referring to a custodial and maintenance employee of the Board.

ARTICLE II

MANAGEMENT RIGHTS CLAUSE

X A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees while said employees are engaged in the performance of their duties.

2. To hire all employees and subject to the provisions of law, to determine their qualifications, and the conditions for their continued employment or their dismissal or demotion; and to promote, and transfer all such employees to relieve employees from duty because of lack of work or other legitimate reasons. Where the Board has agreed to procedures in the above areas, the Board will follow said procedures.

3. To decide upon the means and methods of operations, the selection of materials and equipment.

4. To determine work schedules, the hours of work, and the duties, responsibilities and assignments of employees with respect thereto, subject to this Agreement.

5. To take whatever actions may be reasonably necessary to carry out the mission of the school district in situations of emergency.

Article II - Management Rights Clause continued:

6. The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and Laws of the State of New Jersey, and the Constitution and Laws of the United States.

ARTICLE III
UNION SECURITY

A. The Board agrees it will give effect to the following form of Union Security:

1. It is agreed that at the time of hiring the Board will inform newly hired employees, who fall within the Bargaining Unit, that they may join the Association thirty-one (31) days thereafter.

ARTICLE IV

CHECK-OFF

A. The Board hereby agrees to deduct from the wages of employees by means of check-off the duties uniformly required by the labor organization pursuant to the provisions of N.J.S. 52:14-15.9(e) and to transmit same to Association. The Board, after receipt of written authorization from such individual employee, agrees to deduct from the salaries of said employees their monthly dues. Such deductions shall be made from the first salary paid to each employee during the month.

B. In making the deductions and transmittals as above specified, the Board shall rely upon the most recent communication from the Association as to the amount of the dues. The total amount deducted shall be paid to the Local Association within ten (10) days after such deduction is made.

C. The Board agrees to forward the full name and address or application obtained from the Shop STeward for all new employees who become eligible for membership. The Board further agrees to notify the Association when unit employees are discharged, granted leaves of absence, are absent due to illness or injury, on vacation or leave the employ of the Board for any reason whatsoever, when submitting the dues deduction list to the Association office each month.

ARTICLE V

PROBATIONARY PERIOD

A. The first thirty (30) days of employment for all new employees will be considered a probationary period for purposes of this Agreement. The Board, through its representatives, may request of the Association an extension of the probationary period for an additional thirty (30) days where the Board believes the thirty (30) day probationary period is insufficient. In all cases where this request is reasonably justified, the same will be granted.

B. During the aforementioned probationary period, the Board may discharge such employee for any reason whatsoever. An employee discharged during such probationary period shall not have recourse to the grievance procedure as set forth in this Agreement. The Board shall have no responsibility for the re-employment of newly engaged probationary employees if they are dismissed during the probationary period.

ARTICLE VI

SENIORITY

A. The Board shall establish and maintain a seniority list of employees names and dates of employment from date of last hire on a system-wide job classification basis, with the employee with the longest length of continuous and uninterrupted system-wide service to be placed at the top of said seniority list. The name of all employees with shorter length of continuous service shall follow the name of such senior employee, in order, until the name of the employee with the shortest length of service appears at the foot of the list.

The seniority of each employee shall date from the employee's date of last hiring with the Board. The provisions of this Article shall be subject to requirements of Title 18A:17-3.

B. New employees retained beyond the probationary period shall be considered regular employees and their length of service with the Board shall begin with the original date of their employment and their names placed on the "Seniority List". Such seniority list shall be kept up to date with additions and subtractions as required.

C. Employees seniority shall be deemed lost for the following reasons:

1. Justifiable discharge.
2. Resignation.
3. Layoff for a period of one (1) year.
4. Failure to reply within eight (8) days after an employee is notified by registered letter delivered to last known address by Board on recall of layoff.

Article VI - Seniority continued:

D. One (1) Shop Steward shall be granted top seniority for the purposes of lay-off.

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ARTICLE VII
WORK SCHEDULES

A. Work Week

1. Monday through Friday, both inclusive, shall be comprised of five (5) days of eight (8) hours each, subject to the exception relating to maintenance employees set forth in Section D, Article VIII.

2. During the summer recess period (July through August) the normal work week shall be from Monday through Friday, both inclusive, and shall be comprised of five (5) days of eight (8) hours each.

B. 1. During the academic school year (September through June) the normal work day shall be in accordance with the following:

CUSTODIAN EMPLOYEES:

Schedule A	-	6:30 a.m. to 3:00 p.m.
Schedule B	-	10:00 a.m. to 6:30 p.m.
Schedule C	-	1:00 p.m. to 9:30 p.m.
Schedule D	-	2:30 p.m. to 11:00 p.m.
Schedule E	-	4:30 p.m. to 1:00 a.m.
→ Schedule F	-	8:00 a.m. to 4:30 p.m.
Schedule G	-	11:00 p.m. to 7:00 a.m.

MAINTENANCE EMPLOYEES:

Schedule H - 8:00 a.m. to 4:30 p.m.

2. During the summer recess period (July through August) the normal work day shall be in accordance with the following:

CUSTODIAN EMPLOYEES:

Schedule I - 7:00 a.m. to 3:30 p.m.

MAINTENANCE EMPLOYEES:

Schedule J - 7:00 a.m. to 3:30 p.m.

Article VII - Work Schedules continued:

C. Premium Rates

For the duration of this contract, employees who are scheduled to work on Schedule D and Schedule E as set forth in 1 of Section B shall receive fifteen cents (15¢) per hour premium for each hour worked on said schedule. Employees who are scheduled to work on Schedule G as set forth in 1 of Section B shall receive twenty cents (20¢) per hour premium for each hour worked on said schedule.

ARTICLE VIII

HOURS OF WORK AND OVERTIME

A. The normal work week shall consist of forty (40) hours and shall be comprised of five (5) consecutive days of eight (8) hours each.

B. Any work performed beyond forty (40) hours in any work week, shall be considered overtime and compensated for at one and one-half (1 1/2) times the regular hourly rate of pay.

C. Any work performed on Sunday shall be compensated for at double the hourly rate of pay.

D. The scheduled work week shall be from Monday to Friday. However, in order to provide maintenance coverage on Saturdays, the Board shall have the right to schedule from Tuesday through Saturday. Assignment of employees, not to exceed four (4), to a Tuesday through Saturday schedule shall be restricted to maintenance personnel employed after July 1st, 1969.

E. It is understood that holiday pay shall be considered as time worked for the purpose of computing overtime.

X F. Employees called to work prior to the start of their normally assignment shift, shall be paid overtime for any such time worked.

G. In the event an employee is called back to work after the conclusion of his normal work shift, the employee will be entitled to a minimum of four (4) hours pay at one and one-half (1 1/2) times the employee's regular rate of pay.

H. The Board shall notify the employees of any Saturday

**Article VIII - Hours of Work and
Overtime continued:**

or Sunday work not later than the end of the shift of Thursday of that week, except for emergencies.

I. In the event an employee reports for work without having been previously notified that there is no work, the employee shall be guaranteed four (4) hours' pay at his regular rate of pay.

J. Overtime shall be distributed equally as practical among the employees qualified and capable of performing the work available. Overtime work offered but refused by any employee shall be counted as overtime worked for the purpose of determining the equitable distribution of overtime.

K. Hours of work shall not be reduced during an established work week or work schedule for the purpose of avoiding overtime payment.

ARTICLE IX

FORCE REDUCTION

A. The Board agrees that it will not engage any new employees unless all of the employees presently employed are working the scheduled hours noted in this Agreement.

B. In the reduction or restoration of the working force, the rule to be followed shall be the length of service with the Board. The employee with the least seniority shall be laid off first and in rehiring, the same principle shall apply, namely, the last employee laid off shall be first to be rehired. The provisions of the Article shall be subject to the provisions of Title 18A:17-4.

C. The Shop Steward and the employees involved in such lay-off shall receive seventy-two (72) hours notice prior to any lay-off.

ARTICLE X

JOB VACANCIES, NEW JOBS CREATED OR PROMOTIONS

A. The Board agrees to post a notice of such new job, vacancy or promotion on the bulletin board for a period of three (3) working days. Such notice shall contain a description of the job, the rate and when the job will be available. Anyone interested, in order to be eligible, must sign the notice. A copy of such notice shall be sent to the Shop Steward, in addition to being posted on the bulletin board.

B. The successful bidder and the Association shall be notified in writing of the employee's acceptance by the Board within three (3) days of such acceptance. If there are no successful bids, the Board may appoint or hire to fill such job.

C. Any employee so selected to fill such job shall be granted a trial period of up to sixty (60) days. If it shall be determined by the Board during the said trial period that the promoted employee is not qualified to discharge the duties of the position to which he was promoted, the employee shall resume his former position or a position equivalent thereto. During the trial period the employee shall receive no increase

**Article X - Job Vacancies, New Jobs
Created or Promotions continued:**

in salary by reason of the promotion but shall, if accepted in the new position, receive such an increase in salary retroactive to the commencement date of the trial period. However, if the employee has experience and has previously performed the higher rated position, such employee shall receive the higher rate immediately.

ARTICLE XI

GRIEVANCE PROCEDURE AND ARBITRATION

A. Any grievance of any employee shall be discussed between the employee and his immediate superior, or his designated representative, within thirty (30) days from its occurrence.

B. If not settled there, and provided the grievance involves interpretation or application of the terms of this Agreement, the Association may, within five (5) days of the immediate superior's final decision, submit the matter to the Board in writing. The grievance shall be reviewed by representatives of the Association and by a Committee of the Board, designated by the Board President. This shall be done not later than ten (10) working days following the receipt of the Association's communication by the Board Secretary. The Board Committee shall communicate their decision in writing to the Association not later than five (5) working days following the meeting.

C. In the event the grievance is not satisfactorily settled by the above procedure, within ten (10) days thereafter, then both parties agree that either party may request the Public Employment Relations Commission to appoint an arbitrator who shall have full power to hear and determine the dispute, and whose decision shall be final and binding.

D. The time limits herein provided for may be extended by mutual agreement.

E. The arbitrator shall have no authority to change, modify, alter, substitute, add to, or subtract from the

**Article XI - Grievance Procedure
and Arbitration continued:**

provisions of this Agreement. The cost of the services of the arbitrator shall be borne equally by the Board and the Association, and other expenses incurred shall be borne by the party incurring same.

ARTICLE XII

HOLIDAYS

X A. The Board agrees to grant to all of the employees within the bargaining unit the following holidays with full days' pay at the employees regular straight time rate of pay:

Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Workday after Thanksgiving Day
Christmas Day
Day during Christmas Recess
Workday after Christmas Day
New Year's Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Day during Easter Recess
Memorial Day

B. Employees who work on any of the above holidays shall be paid for such work at two and one-half (2 1/2) times the employees' regular rate, which shall include the holiday pay.

C. In the event that a paid holiday falls within the vacation period of an employee, the employee shall be entitled to an additional day's vacation.

D. In order to be eligible for holiday pay, an employee must work on the schdduled work day immediately preceding and following the holiday, unless sick or reasonably excused.

ARTICLE XIII
PAID VACATIONS

A. Vacations

The Board agrees to grant to all employees within the bargaining unit vacations in accordance with the following schedules:

Less than 1 yr 1. New employees - If employed less than eight (8) weeks prior to July 1st, there shall be no vacation. If employed more than eight (8) weeks prior to July 1st, one (1) vacation day for each eight (8) weeks of service shall be granted.

1 yr. or more 2. Employees with more than one (1) year's service - completed years of service shall be calculated from July 1st of any year. (Employees who join the unit prior to January 1st of any year shall be considered to have completed a year of service on the following July 1st. *(Got credit for add. year)*) Employees who join the unit between January 1st and June 30th of any year shall be deemed to have one (1) year's completed service on the July 1st of the following year.

3. Employees with one (1) year or more of service shall receive ten (10) working days vacation.

4. Employees with five (5) years or more of service shall receive fifteen (15) working days vacation.

5. Employees with ten (10) years or more of service shall receive twenty (20) working days vacation.

B. Accrued Vacation Time

The Board agrees that in the event an employee volun-

Article XIII - Paid Vacations continued:

tarily leaves the employ of the Board before the vacation period, and provided that employee gives not less than two (2) weeks notice of his intent to leave, he shall be compensated for any accrued vacation time that may be due him in accordance with the above schedule.

C. Posting Vacation Schedules

The vacation schedule shall be drated by the Board on or before April 1st, of each year and posted on the bulletin board. It is specifically agreed that the assignment of all vacations shall be determined by the Board with due regard to its efficient operation.

D. Vacation Periods

A minimum of ten (10) days of each employees vacation shall be taken during the regular vacation period between July 1st and August 31st. Employees may request that any of their vacation time may be taken at a period other than the time set forth herein, and the Board will give fair consideration to such request.

E. During lay-off periods for reasons of lack of work vacation benefits shall continue to accrue for a period of one (1) year. Such accrual shall be for the purpose of, and shall be limited to the determination of service in accordance with schedule set forth in Section A, Article XIII.

ARTICLE XIV

ABSENCE

X A. Sick Leave

1. Twelve (12) days sick leave each year shall be granted to all employees and the same shall be cumulative from year to year. Employees on sick leave may be required to furnish a physician's certification of illness or other proof of illness satisfactory to the Board after the third (3rd) day of absence. However, the Board retains the right to require a doctor's note any time it deems necessary, due to suspected abuses of the sick leave provisions or if a pattern of absence is evident. Employees shall be given a written accounting of their accrued sick leave no later than September 15 of each school year.

X B. Jury Duty

An employee who is called and/or serves on jury duty shall be paid the difference between the daily fee allowed by the Court and straight time pay for scheduled working time lost.

X C. Death in Family

In the event of death of a spouse, parent, mother-in-law, father-in-law, brother, sister, child or grandchild, ^{or relative-in-law} the employee shall be excused, without loss of pay, from the day of the death to the day of the funeral, inclusive, provided the absence does not exceed five (5) work days.

D. Relative not covered in "C" above, one day same as teachers

Article XIV - Absence Continued:

D. Leave of Absence

Upon timely application, employees may apply to the Board for a leave of absence without pay for a period not exceeding ninety (90) days without loss of benefits. The reason for such request shall be made known to the Board, and the Board will give reasonable consideration to such application.

E. Reporting Absence

An intended absence shall be reported as soon as such intention is known to the employee. Any absence not reported prior to the beginning of the scheduled work day may be considered as an unexcused absence.

F. Personal Days

1. Undesignated personal day - members of the bargaining unit shall enjoy one (1) undesignated personal day per year. They shall suffer no loss of pay and no approval shall be required. This day shall be non-accumulative.

a. Members of the bargaining unit shall give the superintendent, or his designee, at least one (1) day's notice. The superintendent, or his designee, in his discretion, may waive the notice requirement in the event of an emergency.

b. No more than one (1) employee in the bargaining unit per shift in each building, nor a total of four (4) employees in the entire bargaining unit per shift may be out on any one shift without the prior approval of the superintendent, or his designee.

Article XIV - Absence Continued:

2. Designated personal day - members of the bargaining unit shall enjoy one (1) designated personal day per year.

They shall suffer no loss of pay and no approval shall be required. This day shall be non-accumulative.

a. The designated personal day may be taken for the following reasons only: House closing of the bargaining unit member, adoption proceeding by the bargaining unit member, marriage of the bargaining unit member, request to appear before a Federal or State administrative body, attendance at the funeral of a close friend or distant relative, graduation of the bargaining unit member, graduation of a member of the bargaining unit member's immediate family from high school, college or professional school.

b. Members of the bargaining unit shall give the superintendent, or his designee, at least one (1) day's notice.

ARTICLE XV

RIGHTS AND BENEFITS

A. Non-Discrimination

It is agreed that the parties hereto will not discriminate against any employee because of race, color, creed, religion, nationality, age, or sex, and further, that no employee shall be discriminated against or interfered with because of Association activities, so long as such activity does not interfere with or interrupt the normal conduct of maintenance of the school system.

B. Veterans' Rights and Benefits

1. The seniority rights of all employees who enlist or who are drafted pursuant to an appropriate law now in force, or to be enacted, shall be maintained during such period of military service. Each such employee shall have the right to reinstatement to his former position or to a position of equal status, at the salary rate previously received by him at the time of his induction into military service, together with all salary increases of such military service.

2. Such reinstatement of veterans shall be upon application theretofore made within ninety (90) days after such an employee is honorably discharged from service. This clause shall be subject to all pertinent and applicable provisions of the Selective Training and Service Act, as amended.

3. The Board agrees to allow the necessary time for any employee in the Reserves to perform his duties when called without impairment of his seniority rights.

Article XV - Rights and Benefits continued:

4. The Board agrees to pay an employee for all reasonable time lost in reporting for a physical examination for Military Service.

ARTICLE XVI

HEALTH BENEFIT INSURANCE

A. The Board agrees to provide for each employee and his eligible dependents, full coverage in the New Jersey Public and School Employees Health Benefit Plan. This State Plan, administered by the Division of Pensions, consists of Blue Cross, Blue Shield, Rider J coverage, plus liberalized benefits and supplementary Major Medical coverage underwritten by the Prudential Insurance Company. The Board agrees to pay the full premium on behalf of the employee and his dependents for the Blue Cross, Blue Shield, Rider J and Major Medical coverage.

B. Pursuant to State Law, all employees are required to participate in the State of New Jersey Public Employees Retirement System.

C. The Board will pay up to the sums noted below per employee per annum for the New Jersey Dental Service Plan (known as the Delta Incentive Plan) family coverage as follows:

- | | | |
|------------|---|----------|
| 1. 1980-81 | - | \$265.32 |
| 2. 1981-82 | - | \$292.00 |
| 3. 1982-83 | - | \$292.00 |

D. The Board will pay up to the sums noted below per employee per annum for New Jersey Blue Cross prescription insurance family coverage as follows:

- | | | |
|------------|---|----------|
| 1. 1980-81 | - | \$ 90.00 |
| 2. 1981-82 | - | \$110.00 |
| 3. 1982-83 | - | \$110.00 |

ARTICLE XVII

DISCHARGE

A. There shall be no discharge except for just and sufficient cause, except that a newly engaged employee shall be subject to dismissal for any cause whatsoever prior to the expiration of the probationary period or any extension thereof. The Association shall be notified in writing of the discharge of any employee at the time of such discharge, which notification shall set forth the reason for the discharge. The provision of this Article shall be subject to the provision of Title 18A:17-4.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

A. No employee shall make or be requested to make any agreement, or to enter into any understanding inconsistent or conflicting with the terms of this Agreement.

B. The Board shall provide reasonable bulletin board space for the posting of Association notices to its members, said posting to be subject to the approval of the Board Secretary.

C. Employees not included in the bargaining unit shall not be permitted to perform the duties of employees in the aforesaid bargaining unit, except temporary employees working within the period July 1st to August 31st.

D. No clause in this Agreement shall be construed or interpreted as to imply any lowering of present wages or working conditions.

E. All members of the bargaining unit (excluding Head Custodians whose benefits are listed below) shall receive Two Hundred (\$200.00) Dollars for the holding of a valid State of New Jersey Black Seal Fireman's License.

F. Clothing Allowance

Two (2) perma-press winter uniforms per man each school year will be supplied by the Board at no cost to the employee, where the Board requires employees to wear specific uniforms.

Article XVIII - MISCELLANEOUS PROVISIONS - Continued:

G. Travel Allowance

Employees required to travel from school to school in the performance of their duties, shall be granted a vehicular use allowance in accordance with the following schedule:

1. 1980-81 - \$.17 per mile
2. 1981-82 - \$.18 per mile
3. 1982-83 - \$.19 per mile

The vehicle used must meet all requirements of the State of New Jersey.

ARTICLE XLX

SEPARABILITY AND SAVINGS CLAUSE

A. In the event that any provision of the Agreement shall at any time be declared invalid by any Court of competent jurisdiction or through government regulation or decree, such decision shall not invalidate the entire Agreement; it being the expressed intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE XX

WAGES

A. All employees covered by this Agreement shall receive the wages as set forth in the "SALARY GUIDE AND CLASSIFICATIONS" attached hereto and incorporated as part of this Agreement.

ARTICLE XXI
TERMINAL LEAVE

A. The payment for unused sick leave earned in the district shall be granted to all employees retiring after ten (10) years of continuous service in the Matawan-Aberdeen Regional School District in the amount of ten (\$10.00) dollars per day. Commencing July 1, 1981 the aforementioned daily rate will be increased to fifteen (\$15.00) dollars per day.

ARTICLE XXII
DURATION OF AGREEMENT

This Agreement shall be in full force and effect as of July 1, 1980 and shall continue in effect until and including June 30, 1983. Salaries for the year of 1980-81 shall be retroactive to July 1, 1980. The terms of this Agreement are retroactive to July 1, 1980 except where specified otherwise. The retroactive items are applicable only to those employees employed as of August 22, 1980.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers as of the day and year first above written.

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

ATTEST:

By _____
JOHN COMERFORD, President

EDWARD J. SCULLION, Secretary

MATAWAN REGIONAL TEACHERS ASSOCIATION

ATTEST:

By _____
MARIE PANOS, President

PATRICA MATTERN, Secretary

CUSTODIAL SALARY GUIDE AND CLASSIFICATION

Hourly rates are established in accordance with the following schedule:

	<u>1980 - 81</u>	<u>1981 - 1982</u>	<u>1982 - 83</u>
Custodial Staff	\$6.15 per hr.	\$6.73 per hr.	\$7.37 per hr.
Maintenance Staff:			
Mechanic - first-class	\$7.11 per hr.	\$7.79 per hr.	\$8.53 per hr.
1st yr. - New mechanic	\$6.30 per hr.	\$6.90 per hr.	\$7.56 per hr.

Any new mechanic hired shall be paid at the 1st year - new mechanic rate. After the completion of one (1) year, such mechanics shall be raised to the mechanic-first class rate.

Special Contracts:

Head Custodians in the following designated schools shall be paid additional monies as set forth for checking their respective buildings on weekends and performing the duties of their classifications. In addition to the following amounts, each Head Custodian shall receive an additional two hundred (\$200.00) dollars for holding a valid State of New Jersey Black Seal Firemen's License.

Special Contracts:

(1) Head Custodians:

Cambridge Park	\$1070	\$1171	\$1283
Ravine Drive	\$1070	\$1171	\$1283
Broad Street	\$1110	\$1216	\$1331
Strathmore	\$1110	\$1216	\$1331
Cliffwood Avenue	\$1152	\$1261	\$1381
Matawan Avenue	\$1249	\$1368	\$1498
Lloyd Road	\$1249	\$1368	\$1498
Matawan Reg. H. S.	\$1871	\$2049	\$2244

(2) Head Grounds mechanic	\$1000	\$1095	\$1199
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